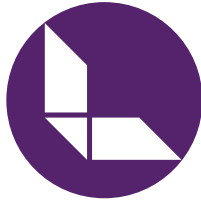


# THE LEADERSHIP DEVELOPMENT BLUEPRINT

A GUIDE TO BUILDING SUCCESSFUL  
LEADERS AT ALL LEVELS

- ▶ SET DIRECTION
- ▶ MOBILIZE PEOPLE
- ▶ INSPIRE ACTION & RESULTS





## KEY OBJECTIVES:

1.

DEVELOP LEADERSHIP SKILLS TO ADDRESS  
ORGANIZATIONAL CHALLENGES

2.

LEVERAGE HIDDEN SKILLS AND OPPORTUNITIES

3.

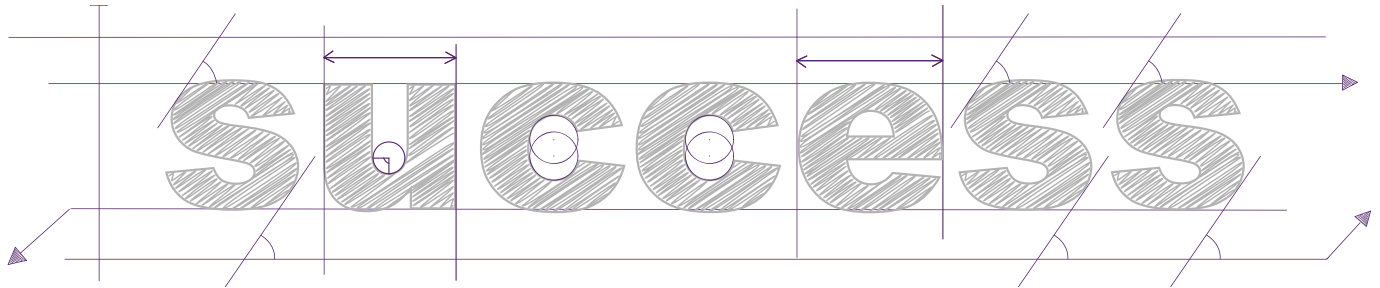
IDENTIFY YOUR PERSONAL PLAN FOR SUCCESS

4.

ASSESS AND TRACK YOUR PROGRESS

5.

SET YOUR BUSINESS PRIORITIES



## LIDDELL CONSULTING GROUP'S LEADERSHIP DEVELOPMENT BLUEPRINT BUILDS THE FOUNDATION FOR SUCCESS FOR YOUR ORGANIZATION.

The Leadership Development Blueprint is designed to help you optimize your workforce through focused leadership development. It provides a unique experience for each leader, and establishes a foundation for personal and organizational success. Liddell Consulting's unique process blends learning content, tools, assessments, and expert facilitation within its leadership development training programs.

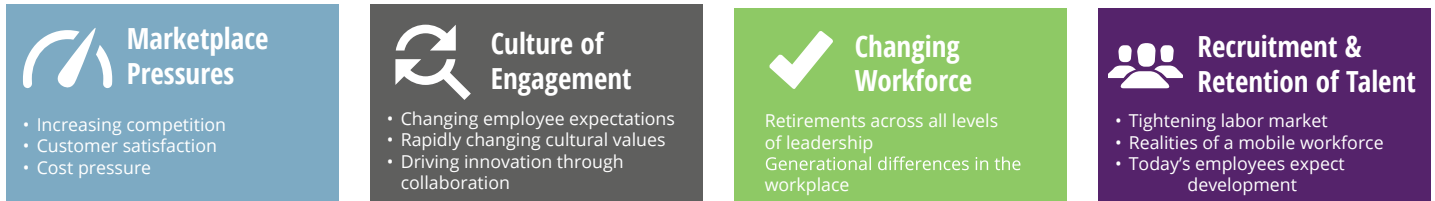
Liddell Consulting uses a real-world approach to leadership development. We focus on training that is based in reality and 'on-the-job' challenges leaders face. Sessions are spaced strategically to support an adult-learner retention model. One-on-one support, multi-media resources, and reinforcement are standard in every program.

Liddell Consulting Group understands the challenges of today's business environment. Our Leadership Development Blueprint provides the leadership building blocks your organization needs to lay the foundation for on-going leadership success.



THE BLUEPRINT  
PROVIDES THE  
LEADERSHIP BUILDING  
BLOCKS YOUR  
ORGANIZATION NEEDS.

## LEADERSHIP DEVELOPMENT: A BUSINESS PRIORITY

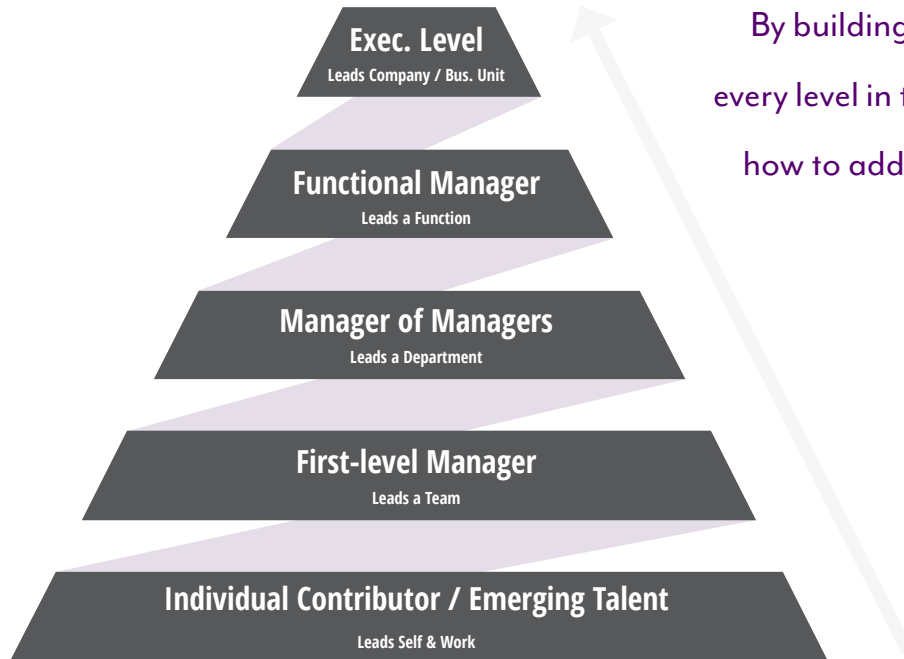


The Leadership Development Blueprint connects everyday business challenges your organization faces with the skills leaders need to successfully address the issues. Our program is designed to develop leadership skills to address the many challenges organizations face.

Organizations require leadership at all levels, and leadership skills need to evolve to meet the growing demands and pressures of a global marketplace. Liddell Consulting's Leadership Development Blueprint offers four program types to build leadership capabilities where needed the most. The starting point is Liddell Consulting's comprehensive needs analysis followed by a customized program to address your top business challenges and priorities.

With the Blueprint, organizations have the information they need to build leadership development, lay the foundation for sustained success, and prepare all leaders for the day-to-day challenges ahead.





By building a strong leadership foundation at every level in the organization, leaders will know how to address challenges, adapt to changes, and realize success.

## IDENTIFY YOUR TOP TALENT

Liddell Consulting's Leadership Development Blueprint helps your leaders identify and track high-potential employees to fill top management positions. Fostering the next generation of leaders is an on-going necessity and leaves you with critical questions:

Who will take over key leadership roles?

How will we find, and retain, top talent?

How can we prevent competition from luring away our top performers?

Our leadership development plan will help you identify top talent based on three criteria: Distinguished Performance; Strong Foundational Skills; and Future Role Capacity.

Your organization's leaders are the front lines in developing talent that meet this criteria. Within each criteria are specific qualities to help you determine who has the leadership traits needed to take your company successfully into the future.

### DISTINGUISHED PERFORMANCE

Technically competent  
Embraces company values  
Consistently achieves results over time

### STRONG FOUNDATIONAL SKILLS

Drive/ambition  
Understands organization's culture  
Strong interpersonal skills  
Adapts to change  
Presence  
Learns and applies new skills  
Resilience

### FUTURE ROLE CAPACITY

Demonstrates potential to move to the next leadership level and achieve expectations

WHAT ARE THE CHALLENGES OUR ORGANIZATION IS FACING?

WHAT DOES SUCCESS LOOK LIKE?

WHAT LEADERSHIP ABILITIES WILL BE REQUIRED?

WHAT ARE OUR LEADERSHIP STRENGTHS AND GAPS?

WHAT LEADERSHIP DEVELOPMENT NEEDS TO TAKE PLACE?

## DESIGNING YOUR DEVELOPMENT PLAN

EMPLOYEE ASPIRATIONS



DEVELOPMENT



COMPANY NEEDS

The starting point for designing a leadership development plan begins with a needs analysis. Liddell Consulting facilitates the needs analysis to identify the required leadership focus and your organization's current leadership strengths and weaknesses.

The next step is to customize development programs based on the needs analysis and the requirements of your learners. Liddell Consulting starts the development plan by assessing each employee. Skills assessments completed by both the participant and the manager highlight the behaviors and skills within core competencies that are contributing to, or impacting, success. Identifying areas for development, and creating a plan, will move the individual and the organization towards new levels of performance.

The core leadership competencies are focused on the key requirements for success.



Strategic  
Insight



Managing  
Outcomes



Leadership  
Impact



Personal  
Development

## DEVELOPMENT PLANS AT EVERY LEVEL

Liddell Consulting offers development programs for high-impact performance at all leadership levels. Based on the needs analysis, programs are recommended that are customizable and unique to your organization.

LEADERSHIP DEVELOPMENT	LEARNING AREAS	LEADERSHIP LEVELS
<b>Executive Leadership Development (ELD)</b>	<ul style="list-style-type: none"> <li>• Strategic Thinking and Planning</li> <li>• Building A Culture of Accountability and Success</li> <li>• Leaders Teaching Other Leaders</li> <li>• Coaching and Mentoring</li> </ul>	<b>Executives</b>
<b>Leadership Development Academy (LDA)</b>	<ul style="list-style-type: none"> <li>• Principles of Empowering Leadership</li> <li>• Emotional Intelligence</li> <li>• Coaching and Mentoring</li> <li>• Influential Leadership Communication</li> </ul>	<b>First Level Managers Manager of Managers</b>
<b>Pathway to Leadership (PTL)</b>	<ul style="list-style-type: none"> <li>• Principles of Empowering Leadership</li> <li>• 5 Roles of leadership</li> <li>• Team Performance</li> <li>• Effective Delegation</li> <li>• Performance Management</li> <li>• Team Charter</li> </ul>	<b>Emerging Talent First Level Managers</b>
<b>Emerging Leadership Essentials (ELE)</b>	<ul style="list-style-type: none"> <li>• Personal Influence</li> <li>• Leading Self</li> <li>• Effective Communication</li> <li>• Conflict Management</li> </ul>	<b>Emerging Talent</b>



## EXECUTIVE LEADERSHIP DEVELOPMENT (ELD)

Leverages leadership potential to maximize the organization's commitment, motivation, and alignment to results.

Senior Level Leaders



Manager of Managers

### CHALLENGE AREAS

- Define and articulate vision.
- Build strategic alignment.
- Develop a leadership and talent strategy aligned with business strategy.
- Establish and lead the culture necessary for success.
- Connect people and teams to company success.
- Foster change and innovative ideas.

### TOOLS

- Program Materials
- Self Evaluations
- DISC Style Assessment
- 360 Leadership Survey
- Individual Development Plan
- Spaced Repetition Sessions
- Application Assignments
- Coaching Advice

SESSION

1

#### The Business Environment

Analyze and understand external challenges and opportunities.

SESSION

2

#### Your Business Value

Understand your value to your customers and factors critical for business success.

SESSION

3

#### The Business Environment

Define your competitive advantage and how to stay relevant and resilient.

SESSION

4

#### Culture and Leadership

Outline your desired culture and the leadership behavior to drive success.

SESSION

5

#### Goal Setting

Connect your team members contribution to goals and business value.



## LEADERSHIP DEVELOPMENT ACADEMY (LDA)

Enhances the learner's ability to manage ambiguity, deal with complex situations, and effectively address competing priorities while leading others and collaborating cross-functionally to achieve tangible results.



### CHALLENGE AREAS

- Build a strong understanding and awareness of self, and steps needed to make the strongest, positive impact in the workplace.
- Increase emotional intelligence for greater influence, stronger relationships, and higher levels of productivity.
- Enhance ability to engage others and lead with strategic purpose and vision.
- Increase strategic thinking capabilities and the ability to “make the right call.” Identify and articulate personal and professional goals and prepare to assume greater/ increased responsibilities.

### TOOLS

- Program Materials
- Self and Manager Evaluations
- DISC Style Assessment
- 360 Leadership Survey
- Individual Development Plan
- Spaced Repetition Sessions
- Application Assignments
- Strategic Projects
- Coaching Advice

#### SESSION

**1**

#### Principles of Empowering Leadership

Unleash the commitment and motivation of your followers to drive performance.

#### SESSION

**2**

#### Influential Communication

Increase your leadership influence and confidence through meaningful interactions.

#### SESSION

**3**

#### Leading with Purpose

Evaluate and refine your leadership “balance” to enhance your delegation capability and effectiveness.

#### SESSION

**4**

#### High Performing Teams

Build a foundation for high performance teamwork aligned and connected to business results.

#### SESSION

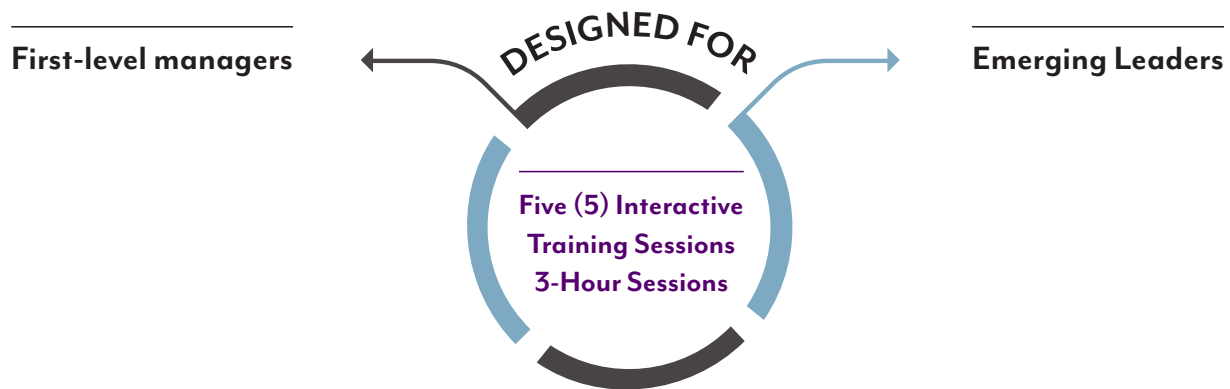
**5**

#### Coaching for Performance

Conquer your key moments to become a more effective business coach.

## PATHWAY TO LEADERSHIP (PTL)

Prepares first-level managers and emerging leaders to achieve lasting results through people and teams.



### CHALLENGE AREAS

- Create greater ownership for achieving results.
- Transition from individual contributor to leading others.
- Running your business, not letting your business run you.
- Strengthen business relationships to achieve positive outcomes.
- Manage and lead conflict effectively.

### TOOLS

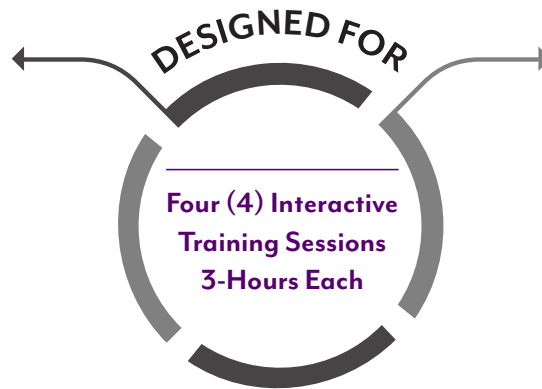
- Program Materials
- Self and Manager Evaluations
- DISC Style Assessment
- Individual Development Plan
- Spaced Repetition Sessions
- Application Assignments
- Coaching Advice

- |         |          |  |
|---------|----------|--|
| SESSION | <b>1</b> | <b>Leadership vs. Management</b><br>The importance of leadership in achieving long-term organizational success.          |
| SESSION | <b>2</b> | <b>The Five Leadership Roles</b><br>The difference between working IN the business and ON the business.                  |
| SESSION | <b>3</b> | <b>Build Trusting Relationships</b><br>Understand the importance of being trustworthy and the impact on your leadership. |
| SESSION | <b>4</b> | <b>Conflict Resolution</b><br>Turning challenging situations into positive outcomes.                                     |
| SESSION | <b>5</b> | <b>Coaching Fundamentals</b><br>Mastering the steps of the coaching conversation.  |

## EMERGING LEADERSHIP ESSENTIALS (ELE)

Prepares individual contributors and emerging leaders to achieve lasting results through people and teams.

**Emerging Leaders**



**Individual Contributors**

**Four (4) Interactive  
Training Sessions  
3-Hours Each**

### CHALLENGE AREAS

- Learn how people perceive your verbal and non-verbal communication.
- Improve trust by assuming positive intention.
- Embrace your communication style and understand styles different from your own.
- Encourage and open opportunities for safe one-way and two-way communication.
- Understand how your communication style may affect your email communication.

### TOOLS

- Program Materials
- Self and Manager Evaluations
- DISC Style Assessment
- Individual Development Plan
- Spaced Repetition Sessions
- Application Assignments
- Coaching Advice

SESSION

**1**

### **Basic Communication**

Understand how viewpoints and perceptions impact outcomes.

SESSION

**2**

### **Personal Influence**

Discover your communication style and learn to adjust for other styles and better results.

SESSION

**3**

### **Giving and Receiving Feedback**

Use feedback as a tool for personal development and helping others improve.

SESSION

**4**

### **Conflict Resolution**

Turning challenging situations into positive outcomes.

## ASSESSMENTS FOR LEADERS, INDIVIDUALS, AND TEAMS

Assessments are powerful drivers of learning and change. Liddell Consulting's assessment and feedback process helps participants measure where they are, clarify needs and goals, and set direction for further development. Through the use of three powerful assessment tools, insight can be gained into DISC personality indicators, team effectiveness, and perceptions of your organization's leaders. The powerful tools below fit seamlessly into Liddell Consulting's Leadership Development Blueprint program.

### EVERYTHING DISC®

A DiSC personality assessment that helps you understand an individual's motivation and behaviors. Everything DiSC®™ uses a research-validated learning model to create a highly personalized experience. It is used to build more effective relationships and understand leadership styles.

### EVERYTHING DISC 363® FOR LEADERS

Everything DiSC 363® for Leaders isn't just any 360. It's a dynamic 360-degree feedback tool plus 3 personalized strategies for leaders to put into action immediately—a 360 + 3! The richness of Everything DiSC® comes together with the research-based Eight Approaches to Effective Leadership framework to help any leader—emerging high-potentials and experienced executives alike—incorporate critical feedback from direct reports, peers, and bosses into a development plan to increase their effectiveness in a leadership role. Whether coaching one-on-one or working with small groups of aspiring leaders, this powerful set of resources includes tips, techniques, and step-by-step guidance to help you introduce Everything DiSC 363 for Leaders into an organization, get buy-in from senior leadership, determine the scope and timeline for implementation, and deliver a fully customizable 360-degree feedback and coaching offering that meets your client's specific leadership development needs.

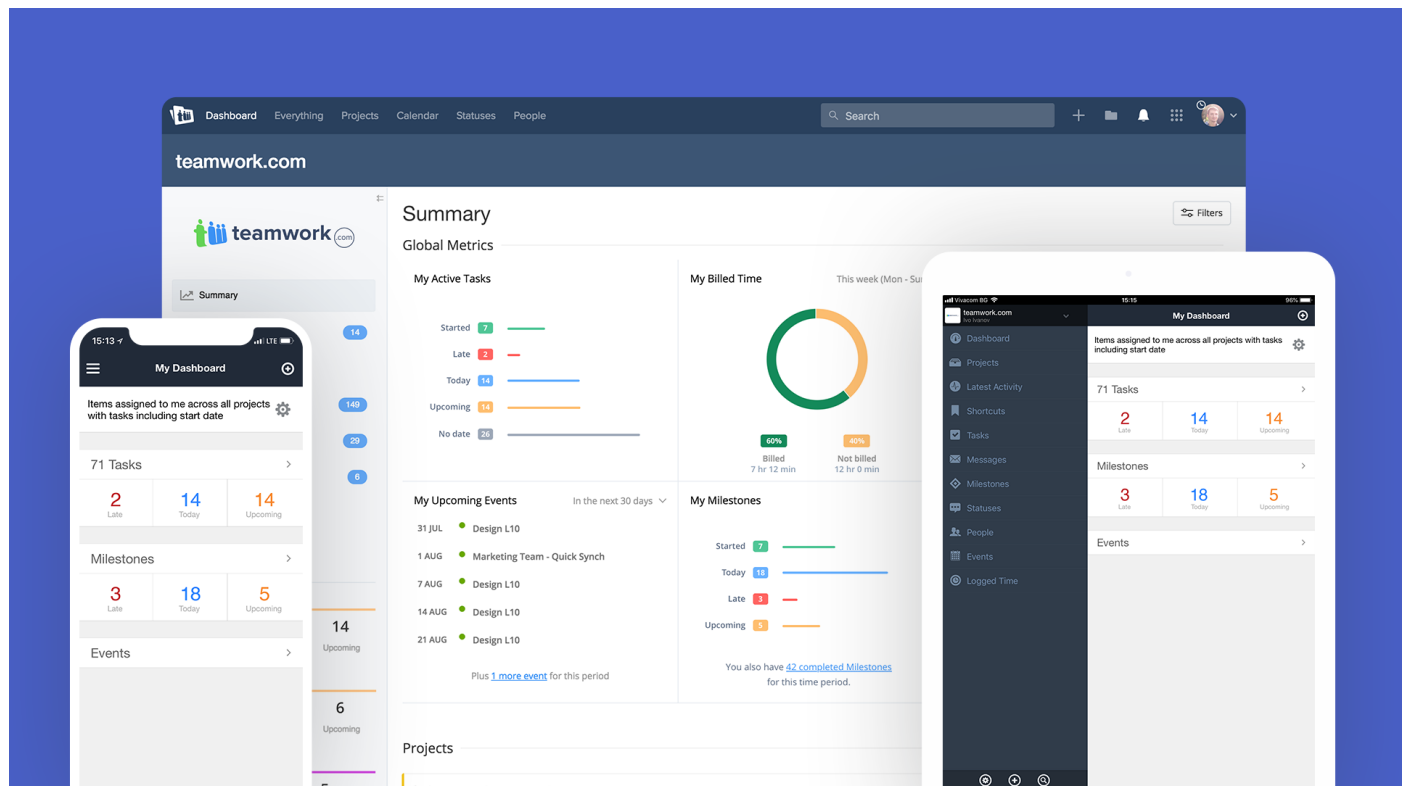
### PXT SELECT™

PXT Select™ offers superior selection and employee assessment tools to help organizations make smarter hiring decisions. Delivered exclusively through a network of Authorized Partners, our assessment solutions empower organizations by providing them with actionable data about the people they employ now and in the future. Simply put, PXT Select™ can make selecting the right candidate for a job both simpler and smarter. Having the right people in the right jobs fosters a culture of happier, more engaged, and more productive employees.

## STAYING ON TRACK

Liddell Consulting Group's online portal keeps every task involving your leadership development program in one place. The portal can be accessed from Liddell Consulting's website, through the mobile application, or from a desktop computer.

Participants interact and upload assignments between sessions. Reminders, tasks, and assignments are sent real time via email and stored in the portal for anytime access. Managers and program sponsors can follow progress in real time. The portal is an essential and simple way to keep learners engaged and motivated to achieve results!



**Liddell Consulting Group** is the trusted adviser for leaders and managers. As experienced leadership experts, we offer perspective for the complicated challenges organizations face, provide comprehensive and objective evaluations, then develop actionable and results-oriented solutions. Liddell Consulting helps leaders discover the driving force behind their organization's ability to achieve. Finding their purpose empowers leaders to recognize value, and create a company culture of engagement, contribution, and trust. Liddell Consulting can help you unlock the full potential at all levels of your organization.

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## Reach Us At



**603.881.9999**

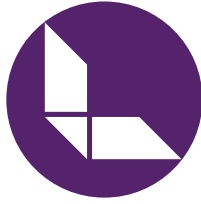
**877.603.7593**



**[www.liddellconsulting.com](http://www.liddellconsulting.com)**



**[info@liddellconsulting.com](mailto:info@liddellconsulting.com)**



## KEY TAKEAWAYS:

1.

A SOLID FOUNDATION IS ESSENTIAL FOR SUCCESS

2.

STRONG LEADERSHIP MATTERS AT ALL LEVELS

3.

OBJECTIVE ADVICE CAN HELP PROPEL  
YOUR GROWTH

4.

KEEPING TABS ON PROGRESS HELPS YOU  
STAY ON TRACK

5.

GOOD LEADERSHIP IS AN EVOLVING TARGET THAT  
REQUIRES PERSEVERANCE





**IN BOSTON**

529 Main Street, Suite P200  
Boston, MA 02129  
603.494.8057

**IN NEW HAMPSHIRE**

32 Daniel Webster Hwy, Suite 6 Merrimack, NH 03054  
603.881.9999

 [LIDDELLCONSULTING.COM](http://LIDDELLCONSULTING.COM)